

DEI Courageous Conversation Template

Company

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I Follow the Leader

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We encourage you to utilize this template to email or text your black coworker if you are of a different race. If you use the template as is, edit the highlighted areas.

Email Subject: Important Check-In/ Thinking of You

Dear ,

I know the last few weeks have been difficult due to the death of George Floyd, systemic injustices, and police brutality. I also recognize that these are issues you and your family, unfortunately, have to experience and navigate every day of your lives.

I have been thinking about you, and it's important that I tell you, I appreciate you. I also believe black lives matter.

Please let me know if there is anything I can do to help make it a more diverse, equitable, and inclusive environment. Every employee at should be able to feel they belong.

Warm regards,

[First Name, Last Name]

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- If you utilize this resource and it is beneficial to you, please let us know!
 - Go to ifollowtheleader.com for additional diversity, equity, and inclusion/ leadership resources, including the DEI checklist, actionable steps to help you on your personal/professional DEI journey, #CELEBRATEDEI profiles and more.